What Makes Sustaining Change Possible?

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A Connected Force for Community Change
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We support **Learning Communities** around five ideas for making significant community change.

Collective Impact	Community Engagement	Collaborative Leadership	Community Development	Evaluating Community Impact

Turning theory into practice is critical for community change. We support two **Action Learning Communities** to get to impact.

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CITIES·REDUCING·POVERTY

Deepening Community

Six Big Ideas

- Practice systems leadership
- Embrace a framework
- Assess community readiness
- Focus on data and measurement
- Communicate and engage
- Ask what's next, and keep asking

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Idea #1: Practice Systems Leadership

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Mindset Shift One – Who is involved?

- *Question:*
  - **Whose "eyes should be on the problem" but aren't currently?**
  - At the steering committee level?
  - At the workgroup level?

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Mindset Shift Two: How People Work Together

- **Create a common intent**
- **Structure to take advantage of emergence**

  - Collective Seeing
  - Collective Learning
  - Collective Doing

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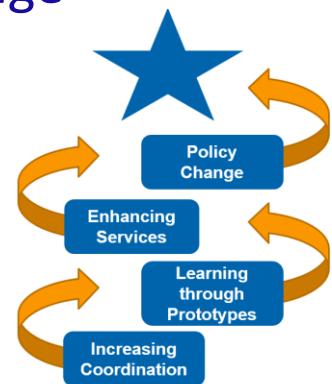www.tamarackcommunity.ca

Mindset Shift Three: How Progress Happens

Think 'System Strategy' not 'Program Strategy'

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Strategies to get to Systems Change

- Policy: advocating for policy change at local or provincial levels to improve the systems

- Enhancing services: bringing in previously unnoticed practice, movement or resources to enhance existing local services

- Learning through a prototype: start small with willing partners, learn from the experience and then expand

- Increasing coordination: re-aligning existing programs and stakeholders to maximize system efficacy

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Mindset Shift Four: Systems Leadership

- Help people understand the greater system and the complexity of which they are a part

- Foster a different, deeper type of dialogue that leads to greater clarity, understanding of difference, and opportunity spaces for innovation

- Shift collective focus from reactive problem solving to co-creating the future

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Idea #2: Embrace a Framework

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Idea # 3: Assess Community Readiness

Putting the community at the centre

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7 Habits of Effective Communities

1. Reach for it
2. Go with who you got
3. Hold the centre
4. Keep the circle open
5. Avoid the blame game
6. Choose measurable outcomes
7. Develop a sense of urgency and keep going

Source Jay Connor.
www.workingdifferently.org

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Where is your community?

- Waiting place – waiting for something to create a pivot point
- Impasse – know there is a problem, but it's someone else's problem
- Catalytic – gearing up for change
- Growth – engaging citizens in change
- Renewal and sustaining
 - Source: The Harwood Institute

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Creating an Enabling Community Environment

- Multiple layers of leadership
- Boundary spanning organizations
- A sense of purpose
- A shared community story
- Community ownership
- Strategies that fit the community
- A focus on impact and belief
- A sustainable enabling environment

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Idea # 4:
Focus on data and measurement to build momentum and drive toward goals

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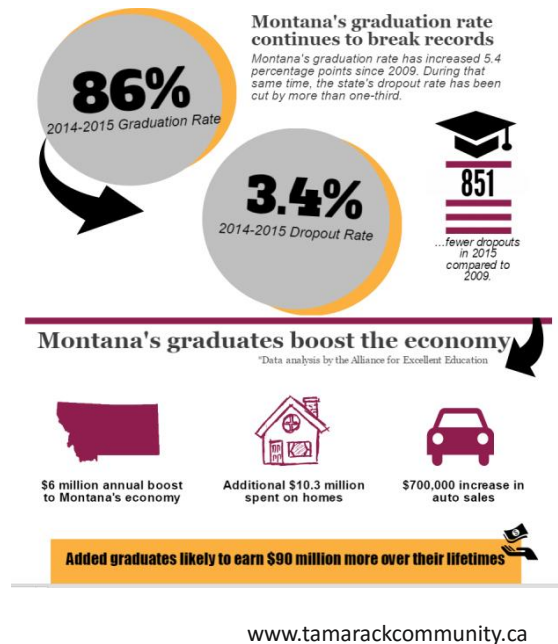
Celebrate Success!

- Montana's dropout rate has been cut by more than a third since 2009.
- Montana's 86 percent graduation rate is the highest it's ever been since OPI began tracking it in 2000.
- More than 11,000 Montana students have taken the pledge to graduate from high school.
- Private businesses and foundations have donated more than $1.3 million to the Graduation Matters Montana effort.

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Idea #5: Communicate and Engage

"When we dream alone it remains just a dream, when you dream together it is the beginning of a new reality"

Brazilian Proverb

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INCREASING LEVEL OF PUBLIC IMPACT →

INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
Objective	Objective	Objective	Objective	Objective
To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, or solutions	To obtain public feedback on analysis, alternatives, or decisions	To work directly with the public throughout the process to ensure that public and private concerns are consistently understood and considered	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution	To place final decision making in the hands of the public
Promise to the public	Promise to the public	Promise to the public	Promise to the public	Promise to the public
We will keep you informed	We will keep you informed, listen to and acknowledge your concerns, and provide feedback on how public input influenced the decision	We will work with you to ensure that your concerns and issues are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision	We will look to you for direct advice and innovation in formulating solutions and incorporate your advice and recommendatios into the decisions to the maximum extent possible	To place final decision making in the hands of the public

Source: IAP2 International Association for Public Participation.
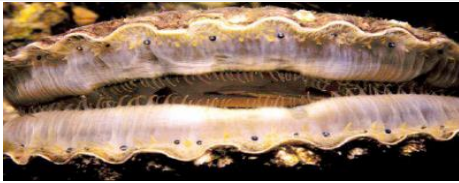
Collective Wisdom

The scallop principle:

Each one of us is an eye (I); the whole discerns through us.

The corollary: when we don't hear from any eye (I), the whole is at greater risk.

Stances that support the arising of collective wisdom

- Suspend certainty
- See the whole
- Seek diverse perspectives
- Welcome all that is arising
- Trust in the transcendent

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Idea #6: Ask What's Next? Keep Asking

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Questions?

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Thank You!

Please share your feedback with us at
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